



**DEPARTMENT OF THE ARMY**  
ENGINEER RESEARCH AND DEVELOPMENT CENTER, CORPS OF ENGINEERS  
WATERWAYS EXPERIMENT STATION, 3909 HALLS FERRY ROAD  
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REPLY TO  
ATTENTION OF:


CEERD-ZA (690)

7 December 2000

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum #6, Equal Employment Opportunity (EEO)

1. As the Commander of the U. S. Army Engineer Research and Development Center (ERDC), I want to make known my policy in regard to EEO.
2. I am fully committed to the principles of EEO where every team member will have an opportunity to rise to his or her highest level of potential. It is my firm policy that all ERDC employees and ERDC job applicants are assured equal opportunity and equal treatment in all employment matters regardless of race, color, religion, sex, national origin, age, or handicap. Discrimination will not be tolerated at the ERDC.
3. Our workforce is very rich in diversity and includes employees of various races, ethnic and national backgrounds, and lifestyles. I expect the ERDC work environment to nurture and encourage all team members to contribute fully to the accomplishment of our mission. I challenge the ERDC managers and supervisors to use developmental assignments and other creative initiatives to provide advancement opportunities. I challenge the ERDC team members to prepare to assume positions of greater responsibility. Collectively, we are all challenged to appreciate and utilize the diversity of our workforce.
4. The success of the ERDC EEO Program is a responsibility of all ERDC team members. It is our goal to become a stronger and more valuable organization through our compliance with EEO laws and our commitment to equal opportunity. I urge each of you to join me today in this objective of equal opportunity for the betterment of ERDC.

  
JAMES S. WELLER  
Colonel, Corps of Engineers  
Commander

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